
**CITY OF TEMPE
REQUEST FOR COUNCIL ACTION**

**Council Meeting Date: 6/26/2014
Agenda Item: 5C14**

ACTION: Adopt a resolution authorizing the Memorandum of Understanding between the Tempe Firefighters' Unit and the City of Tempe, effective July 1, 2014 to June 30, 2016. (Resolution No. R2014.102)

FISCAL IMPACT: This Memorandum of Understanding includes increases in compensation consistent with the 2014-2015 fiscal year budget provisions for increases in total personnel costs. The negotiated terms in this Memorandum of Understanding, when combined with other statutory and policy requirements, will result in a net total compensation increase of approximately \$626,000 for Tempe Firefighters' Unit Members.

RECOMMENDATION: Adopt Resolution No. R2014.102.

BACKGROUND INFORMATION: Authorized representatives of the City and the Tempe Firefighters' Unit met and conferred and have agreed to the terms of the Memorandum of Understanding to be effective for the period of July 1, 2014 – June 30, 2016. This Memorandum of Understanding provides for the continuation of a Pay Step Plan, the elimination of the \$20.96 per paycheck base pay reduction, a \$750 bonus per unit member and a market study in July, 2015 to be used as the basis for negotiating a salary adjustment for year two of the agreement. Additionally, the City and Union agree to continue to work cooperatively on a potential exit of the Firefighters' Unit from the City's health plan.

ATTACHMENTS: Resolution and Tempe Firefighters' Unit Memorandum of Understanding (July 1, 2014 – June 30, 2016)

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